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A STUDY OF THE ASPIRATIONS OF MARRIED WOMEN COLLEGE GRADUATES.

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THE PURPOSES OF THIS STUDY WERE TO DETERMINE WHAT HAPPENS TO CAREER AMBITIONS AFTER THE COLLEGE GIRL MARRIES, WHETHER INTERESTS AND AMBITIONS CHANGE IN SPECIFIC DIRECTIONS DURING MARRIAGE, AND IN WHAT WAYS MARRIED WOMEN WITH CAREER AMBITIONS DIFFER FROM THOSE WITH NONE. RESPONDENTS TO A FORCED-CHOICE QUESTIONNAIRE WERE 310 MEMBERS OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN 25 TO 45 YEARS OF AGE. THEY WERE CLASSIFIED BY ONE OF FIVE CAREER INTEREST CATEGORIES--NEGATIVE WORKERS, POSITIVE WORKERS, CAREER-ORIENTED HOUSEWIVES, SATISFIED HOUSEWIVES, AND AMBIVALENT HOUSEWIVES. THESE CATEGORIES WERE CONSTRUCTED FROM ANSWERS TO QUESTIONS CONCERNING CURRENT WORK STATUS, IMPORTANCE OF CAREER, STATUS SEEN AS MOST SATISFACTORY NOW AND IN 10 YEARS, AND CURRENT DEGREE OF SATISFACTION. SIGNIFICANT RELATIONSHIPS EXISTED BETWEEN CAREER INTERESTS AND TYPE OF COLLEGE ATTENDED, ACADEMIC DISTINCTION AS AN UNDERGRADUATE, CAREER PLANS AS A SENIOR, POSSESSION OF GRADUATE DEGREE, MARITAL STATUS, AGE, AND COMPARISON OF OWN WITH HUSBAND'S SELF-FULFILLMENT. BOTH PART-TIME AND FULL-TIME RESUMPTION OF EMPLOYMENT WAS POPULAR AS A DESIRED PROJECTED STATUS BUT NOT IN THE HIGHEST PROFESSIONS. MENTAL HEALTH PROFESSIONS, COLLEGE TEACHING, AND EDUCATIONAL SPECIALTIES WERE POPULAR AS "UP-GRADING" CHOICES AND ARTS-GLAMOUR-SERVICE AS IDEAL FIELDS. THE FINDINGS INDICATE THAT IT WILL SOON BECOME CONVENTIONAL FOR MIDDLE-CLASS COLLEGE WOMEN TO RETURN TO WORK AFTER 10 TO 15 YEARS OF MARRIAGE. (MS)

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A Study of the Aspirations of Married Women College Graduates

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CAREER INTERESTS OF MARRIED WOMEN WITH COLLEGE DEGREES

I. INTRODUCTION AND GENERAL STATEMENT OF THE PROBLEM

In the past decade career development theory, as it applies to American women, has become a special field in vocational guidance. Enmeshed as it is in the fabric of social and technological change, it sports a peculiar cache' of controversy--even intense emotional appeal--which is not usually found in the considerations of career development of American men.

The controversial aspect appears to be focused on sex role. American men have little choice but to prepare for a lifetime of economic self-sufficiency. "Choice" revolves around occupational field and level. American women, on the other hand, customarily have a greater latitude in choosing whether or not they will work outside of their homes. In the first half of the Twentieth Century the cultural stereotype for the married middle class woman, in particular, saw her as completely immersed in her role of wife and mother. In times of dire financial need, a woman might be expected to move into the arena of work, but this was not seen as typical or desirable for the married woman. Labor statistics reveal how closely this cultural ideal was adhered to: in 1920 slightly less than 80 per cent of all working women were either single, divorced, or widowed. By 1940 this percentage had dropped to slightly more than 60 per cent. (1) Nevertheless, the married woman of comfortable means who continued to be interested in a career was considered a deviate and faced many emotional decisions as the review of literature will indicate.

As social conditions changed, however, and more women took advantage of both higher education and marriage, and as family size declined while household tasks were made easier, the clarity of sex role vis-a-vis the world of work became clouded. Now much attention has been given to the fact that "the changing role of women" has brought large numbers of married women to contemplate paid employment as an attractive option. By 1962 the scales had tipped so that married women dominated the female work force with over 60 per cent of the women workers. Furthermore, the higher her educational attainments, the more likely a woman is to be employed. In 1962 approximately 60 per cent of all women with college degrees were working, compared to 40 per cent of those with high school diplomas and 33 per cent of those with an elementary education. (10,35)

The career pattern of the married educated woman may not resemble that of her male counterpart, however. Her career aspirations and educational choices as an undergraduate may continue to be shaped considerably by the primacy of her commitment to marriage and childrearing. One indication of the difference in educational needs and career pattern has been the growing demand for continuing higher education among mature women. Nevertheless, while some women may count on a convenient second chance for career preparation, others will be limited due to geographic location or graduate school restrictions. If more were known about what happens to the interests and ambitions of women during the course of their married lives, greater continuity between undergraduate preparation and later educational needs might be achieved. If certain background factors, operating during late adolescence, prove to have a predictive relationship to career aspirations in maturity, undergraduate women might be better able to project their needs despite the unknown contingencies that marriage and childbearing impose.

This study is undertaken to determine what happens to career ambitions after the college girl marries. It will attempt to find in what ways married women with career ambitions differ from those who are not interested in working. In addition, the study will seek to determine whether interests and ambitions change in specific directions during marriage and whether there is a disparity between desired career involvement and actual behavior as regards employment.

II. SPECIFIC OBJECTIVES OF THE STUDY

Through analysis of a questionnaire designed to assess the attitudes and behavior of a national sample of married women with college degrees, the study will seek to answer the following questions:

1. What motives do women claim as leading them to employment?
2. What reasons do women give for not seeking employment?
3. What type of work status (full-time, part-time, home, or housewife) do women select as most appealing to them?
4. What type of work status do women see as most appealing to them ten years from now?
5. What kinds of employment do educated women cite as open to them in terms of current training and family responsibilities?
6. What kinds of employment do educated women cite as most appealing to them when they are asked to choose on an idealized basis--
    a. with actual family responsibilities kept in mind, however, "idealized" in terms of assuming that educational training and experience exactly meet current interests;
    b. completely idealized, with no family responsibilities.
7. How stable do interests appear to be when actual training is contrasted with ideal choices?
8. What kinds of educational advice would educated women offer to current undergraduate girls?
9. What is the educated woman's concept of "success" for herself?

10. The study will seek to compare women who fit the following typologies:
    I. Negative Workers--workers who would prefer not to work
    II. Positive Workers--workers who appear to be positively involved in careers
    III. Career-Oriented Housewives--non-workers who appear to be work-oriented
    IV. Satisfied Housewives--non-workers who appear to be satisfied as housewives
    V. Ambivalent Housewives--non-workers who appear to have mixed feelings about any choice.
11. The null hypothesis, that there is no significant difference among the groups, will be tested. Comparisons of these women will be made on the variables below:
    a. age
    b. marital status (divorced, widowed, married)
    c. educational attainment of husband
    d. number of children
    e. age of youngest child
    f. desire to increase family size
    g. type of college attended
    h. undergraduate major
    i. advanced degrees held
    j. stage in life cycle when advanced degree was granted
    k. mother's educational attainment
    l. father's educational attainment
    m. mother's work status during childhood of respondents
    n. mother's attitude toward work
    o. respondent's attitude toward working mother
    p. recalled career ambitions as college senior
    q. motivation for work
    r. academic achievement as undergraduate
    s. educational advice to undergraduate girl
    t. feelings attributed to husband concerning working wife
    u. feelings about voluntary community activities
    v. comparison to husband on "self-realization"
    w. willingness to undertake graduate study.

The report will detail the findings based on the typologies. For a descriptive analysis of general findings, the reader is referred to the Lyon doctoral thesis. (19)

III. SUBJECTS OF THE STUDY

The American Association of University Women, a national organization with membership limited to women who have attained college, permitted to writer the use of its records to assemble a list of four hundred married women who had received undergraduate degrees from

1940-1960. The names were selected at random and the year of graduation was utilized so that a span of 25-45 years of age would be covered. The membership of the American Association of University Women numbers over 170,000 married and unmarried women who have attended colleges and universities accredited by the organization. The accrediting procedure is similar to that of other educational accrediting bodies, although emphasis is also given to college policies concerning admission of women and employment of women faculty members. While this makes certain applicants ineligible, membership is not limited by any other factor. It was felt by the writer that any means of selecting a sample would involve a certain amount of bias, either in terms of geographic location, college representativeness, socio-economic class, or academic major. Of all organizational groups, the AAUW membership seems best to represent the current stereotype of the college educated woman. The AAUW is primarily a small-city, small-town, suburban organization appealing to middle class women with general cultural interests. One can speculate that the bias is such that degree holders in the highest socio-economic class, urban women, women who prefer to limit their activities to professional organizations within their occupational field, and women who are non-joiners in general will probably be under-represented. A full analysis of the general background characteristics of the sample is included so that the reader may determine for himself the generality of the findings.

IV. LIMITATIONS OF STUDY

The problem was limited in the following ways:

1. The sample was subject to whatever membership bias exists in the American Association of University Women.

2. The instrument used can be considered valid only to the extent that it reflects the attitudes, behaviors, and background characteristics which are correlates in career aspirations of married women. To further the possibility of instrument validity, a pilot study using fifty members of the Deerfield, Illinois, branch of the American Association of University Women was first undertaken. Respondends were encouraged to note questions which were confusing, to add categories not considered by the writer, and to expound in detail concerning their reactions to the questionnaire. Their comments resulted in a changed and expanded final questionnaire.

3. The reliability of the instrument is dependent on the willingness of the respondents to be frank about their lives, their ability to introspect, and the stability of their attitudes.

4. Mention must also be made of the fact that the study must be seen as reflecting a particular set of circumstances in American

social history. It is possible and even likely that the attitudes of future college graduates will differ.

V. A REVIEW OF THE LITERATURE

Any major contribution to a career development theory for the married college-educated woman must come to grips with a tangle of issues: Does career development operate similarly for both sexes when they are receiving college training? If women are different in their approach to careers, how and why are they different? Do all college women have comparatively similar needs, or will career theory have differential applications to sub-groups? What is known about the needs and aspirations of women after they finish their undergraduate years?

A thorough review of literature will not be undertaken in this report. Readers are referred to the author's thesis for a review which covers the numerous significant books and articles which have provided the rationale for the survey and the questionnaire. The following general areas have been covered and are only partially reflected in the brief review of literature below:

(a) social commentary and studies concerning sex role in America
(b) empirical studies concerning career plans and related attitudes of young women
(c) empirical studies concerning life satisfactions, career aspirations and educational needs of women beyond late adolescence
(d) career development theory as it relates to men and women

Komarovsky (16), Mueller (23), Kluckhohn (15)and numerous other social scientists have commented on the role conflict experienced by middle class women in America. Our culture, which is, according to Kluckhohn, "an action-oriented, future-time-minded society" devalues the economically unproductive members and at the same time associates femininity with passivity and lack of career interest. In addition, sociologists have found that men in the upper classes are least likely to be interested in abandoning their professions even if they were assured of a comfortable income. (22) Women in the upper classes may be expected to be conflicted if they are sensitive to such societal values and several studies of life satisfaction in mature, married women indicate that the most satisfied are those who have managed to marry, bear children, and achieve a paid professional status comparable to that of their husbands. (26, 28) There is also weighty evidence (3, 10, 24, 35) that many married college graduates do not see employment as a special need. As yet, there have been few studies which attempt to differentiate the two groups. Sanford (30) and Rossi (18) have begun the longitudinal approach to differentiation; however, it will be many years before their findings are complete.

Much more is known about the aspirations of women when they are in college. Survey after survey indicates that even the most talented girls give marriage primary precedence and in doing so, obscure the possibility for realistic long-range career planning (5, 6, 11, 12, 33). Furthermore, there is evidence that the kinds of girls choosing conventionally-feminine vocational training in undergraduate school are least committed to career, present or projected (29, 18, 34, 4, 17, 13, 32). It is often the intellectually and academically oriented college girl, majoring in the liberal arts with no vocational base who later finds that a career commitment is essential to her psychological well-being after marriage (30, 31).

Furthermore, even the talented, professionally educated woman who has anticipated her later needs appropriately may experience a great deal of difficulty during the time her children are young. The Radcliffe study of its Ph.D.'s indicated that more than half were not employed full-time, that the satisfying part-time job was a rarity and that those highly trained women who were married were beset with problems such as finding domestic help, having spotty employment records due to the primacy of husband's career needs and keeping up with advances in their fields while absent from the work force (27). One study of women Ph.D.'s surveyed in 1929 found that women who had received their Ph.D.'s after marriage were more productive than those who had received them before marriage (14). Whether this is the result of unusual motivation, stamina or better continuity between training and employment is not ascertained.

Although continuing education for women has begun to resemble a "movement" in higher education, the mature married woman still will find a return to the university difficult in terms of accessibility, entrance restrictions and inappropriate undergraduate major (19). Many women who seek to educate themselves for a career have turned to the conventional choices they eschewed as undergraduates (31). One of the questions the proposed study seeks to answer is whether these choices reflect a genuine interest which has developed during the marital experience or whether the fields are selected because they are realistic choices given the problems of home responsibilities, When a woman does come around to thinking of a career, to what extent are the conventional choices compromises with "the ideal" position? Thus far, no study seems to have investigated this.

Finally, an examination of career development theory offers little reassurance that married women with strong achievement needs will find worldly acclaim. Ginzberg's book reported on the relative "success" of a group of highly talented men and found the following to be characteristic of the most successful: primary commitment to career, an active stance toward shaping career, a long range time perspective and the willingness to take risks; also confirmation from the environment that the individual is on the right track (9). This suggests that women who cite psychological needs such as "service to others" and "meeting interesting people" will experience less frustration in seeking careers than will women looking for achievement, identity and utilization of specific talent. This latter group may show a greater discrepancy between idealistic and realistic choice.

VI. METHOD AND SUMMARY OF GENERAL FINDINGS ON SAMPLE

After surveying the literature, the writer compiled a questionnaire which would bring together a number of factors suggested as important correlates of career aspirations and work status. In addition it was felt that certain general questions remained to be pursued systematically--particularly the nature of change in interests and aspirations after marriage and the extent of disparity between training and "ideal" occupational choice. (See Appendix A for questionnaire)

The forced-choice questionnaire form was selected and, in order to ascertain the validity of the questions and response categories, the writer conducted a pilot study with fifty members of the Deerfield, Illinois, Branch of the American Association of University Women.

Question 48, asking for the respondent's concept of success for herself, was deliberately left incomplete and did not utilize new categories elicited from the participants in the pilot study. It became evident that a number of the women would reject any concept of success involving fame, rewards, reflected glory, or personal excellence regarding talent. The additions made by the pilot sample involved emotional adjustment of family or good character, and suggested that "success" was going to be construed on a philosophical dimension by many women. Rather than add these categories explicitly, the writer decided to allow for their addition by asking respondents if they had more suitable categories for themselves.

The final questionnaires were mailed during the first week of July, 1965, with a covering letter and a stamped, self-addressed envelope. Two weeks later a postcard reminder was sent, and two weeks after that another questionnaire and stamped envelope were mailed.

Returns were reviewed and coded by the author. In all, 359, or 88 per cent of the sample, replied. The replies uncovered forty-nine members who were older than 45 years. On close inspection of their answers, it was discovered that this was a unique group of women who had returned to college in maturity in order to certify as public school teachers. Some of the women were already retired; however, the large majority were still employed as elementary school teachers and administrators. Because this group showed several special characteristics, it was decided to drop them from the analysis of data. Remaining was a group of 310 respondents who filled the requirements for the study.

The writer has already mentioned that the study is limited by the possible bias inherent in AAUW membership. The questionnaire showed the sample to have the following general characteristics: The respondents are living primarily in towns and suburbs, most of the women are living with a spouse whose education and profession put him solidly in the middle class. The women married in their twenties, for the most part, after completing their college education in the traditional feminine fields. Their approach to a college education was fairly pragmatic in that a majority received professional degrees and/or managed teaching certification. Almost half of the women gained academic distinction as well. Despite the fact that almost all of the women are still able to have children, approximately three-fourths consider their families completed. The families are not large; however, for the most part the children are young. Most of the women have only the baccalaureate degree; however, about one-fourth have gone on for advanced degrees and these also are primarily in fields predominantly employing women.

The general picture presented by the sample of married American Association of University Women shows a group of women who are "emancipated" from the home in the sense that the majority has worked in the past and anticipates work in the future. Those who remain at home indicate they do so through satisfaction or choice--not because they lack training, household help, or face a disapproving husband. That this situation of broken and resumed career line can exist with little indication of frustration for most of the women may be attributed to the life goals they deem most important for themselves. Their goals are family-centered, emphasizing what Erikson has called feminine peacekeeping, devotion, and nurturance. (See Table II, Appendix B.) Their occupational and educational choices seem to mesh with these values, contributing to fairly smooth re-entry into the work force.

All of the women who have been "pioneers" by virtue of entering what are known as the higher professions (which require long advanced training) have been able to maintain careers. But many of the women who "pioneered" with less conventional undergraduate majors are, indeed, in a less favorable situation for returning to the work force than those who selected the conventional feminine professions.

When asked to indicate the kind of occupational choice which could currently fit their interests and responsibilities, the respondents chose substantially the same fields although there is an increased interest in the mental health professions (middle) and slightly more interest in college teaching and educational specialties. Many of these positions are obtainable with master's degrees and do not require earlier commitment with an undergraduate major.

If there were compromises concerning career choices, the compromises appear to have been made largely on the practicality of the traditional feminine professions versus the impracticality of certain other attractive careers (many of them quite stereotypically "feminine") which are risky due to labor market conditions and the elusiveness of the talent concerned. The American Association of University Women does not appear to contain many would-be pediatricians, psychiatrists, architects, or engineers, although it may be a source for counselors, college teachers, and educational specialists.

Despite the fact that few respondents have carried out or would now choose the dictum for themselves, almost one-fifth would suggest "sky's the limit" career training for a girl currently in college. This viewpoint is, however, surpassed strongly by those who would emphasize college training as good occupational insurance and others who would stress liberal arts. Homemaker training, among these essentially family-centered women, is a very unpopular choice.

In summary, the sample resembles in values and occupational choices what writers have termed "feminine"--however, they do not meet the concurrent descriptions of researchers as suffering from unrealistic planning, feelings of uselessness, and/or lack of interest in using their education in the market place.

VII. ANALYSIS OF GROUPS CATEGORIZED ON CAREER INTERESTS

The relationship that a woman has toward employment may be assessed simply--either she works or does not work--or it may involve the intricacies of expressed interest, satisfaction and intent. The review of the literature has disclosed numerous ways of grouping women, for example, by occupational choice, amount of education or employment pattern. In this study, an inspection of the questionnaires disclosed that it would be possible to group the women into typologies designated as Categories of Career Interest:

Category I - workers who are negatively involved in their work and look forward to discontinuing it. Twenty-two women, 7.1 per cent of the sample, were placed in this group.

Category II - workers who are positively involved in their work (full-time or part-time) and stress the importance and satisfaction it holds for them. Ninety-five women, 30.6 per cent of the sample, were placed in this group.

Category III - housewives who make career-oriented responses, showing strong interest in employment either now or within the next decade. Sixty-three women, 20.3 per cent of the sample, were placed in this group.

Category IV - housewives who were clearly satisfied now and in their projections for the future. Some showed a distant interest in work but gave career planning a low priority. One hundred eighteen women, 38.1 per cent of the sample, were placed in this group.

Category V - housewives whose mixed responses indicated either ambivalence toward employment or dissatisfaction with housewife status but no strong feelings that work would be a satisfying alternative. Twelve women, 3.9 per cent of the sample, were placed in this group.

The questions used by the writer to make these qualitative judgments concerning the respondents were limited to the following:

Question #24--Current status and future intent regarding paid employment.
Question #26--Importance attributed to career planning for self.
Question #29--Selection of most satisfying work status now.
Question #30--Selection of most satisfying work status in ten years.
Question #31--Degree of satisfaction with self as housewife.
Question #32--Degree of satisfaction with self as part-time worker.
Question #33--Degree of satisfaction with self as worker in home.
Question #49--Degree of satisfaction with self as full-time worker.

No other variables were used to place the respondents because the writer was interested in determining how background factors, attitudes and current situations might be related to each category. The remainder of this report will consist of a statistical analysis using Chi Square tests of significance to determine whether there is a relationship between Career Interests and other conditions in the lives of these college women.

A. THE PAST

Choices in the present may seem to be based on current contingencies, even to the individuals most closely involved. If those involved in career development theory-building are interested in prediction and developmental counseling, they must investigate the conditions in early life which may relate significantly to choices in maturity. In the mail questionnaire it was not possible to tap sibling and parental relationships in depth; furthermore, the writer decided that highly involved personal questions might prove a hindrance in insuring a high rate of return. Parental education, mother's work status and feelings concerning her work were the earliest background factors requested.

Mothers and Fathers

Hypothesis 1: There is no significant relationship between mother's possession of a college degree and respondent's career interests.

Hypothesis 2: There is no significant relationship between father's possession of a college degree and respondent's career interests.

The questions concerning whether or not the respondent's parents had graduated from college provide several kinds of clues to home background. While college diplomas were not as essential to middle class status in the past as they are today, parental possession of college degrees is usually one indication of higher socio-economic status. Women whose mothers were college graduates may have had more opportunity to discuss the functions of education in a woman's life. On the other hand, those respondents who are "first generation" college degree holders may have a more pragmatic outlook on the economic relevancy of their own college degrees and therefore more readily elect to enter the labor market.

Tables III and IV, Appendix B, indicate Null Hypotheses 1 and 2 are accepted. No particular trend is observable. The most pronounced disparity between mother's and father's educational attainments is seen among the Ambivalent Housewives.

Hypothesis 3: There is no significant relationship between mother's work status during respondent's youth and respondent's career interests.

Numerous writers have suggested that more women will work and plan for careers when there are suitable female models who are workers. If the respondent's mother had worked before the respondent was fifteen years old, she was designated as having a working mother and an analysis was run to determine whether the presence of this model had any effect on the respondent in her own decisions concerning work.

Table V indicates that Null Hypothesis 3 is accepted. The groups distribute themselves in similar fashion with the exception of the Ambivalent Housewives who had the highest proportion of working mothers of all groups.

Hypothesis 4: There is no significant relationship between working mother's attitudes and respondent's career interests.

Since reactions of the mothers toward their work status might be a stronger influence on the future choices of the respondent, an analysis of mother's feelings as they are perceived in retrospect is presented in Table VI.

The Null Hypothesis 4 is accepted. It must be added, however, that there is no assurance that the mother's true feelings were actually what the respondent recalled.

Hypothesis 5: There is no significant relationship between respondent's feelings toward her working mother and respondent's career interests.

Table VII shows that Null Hypothesis 5 is rejected at the .01 level of confidence. The more positive the feelings that the respondent attributes to herself as a child, the more likely she is to be positively involved in work or career oriented. It is also interesting to note that many women in these same groups admit to feelings other than admiration.

It is possible that if current working mothers do not make satisfying arrangements for their children, they may produce a counter-reaction against employed mothers. As one satisfied housewife recalling her loneliness put it, "My parents were both Ph.D.'s and my mother always worked.... Hence, I am now a contented haus-frau."

The College Years

The next area of investigation concerning the past of the respondents focuses on their choices and feelings during their years in college. Subject matter choices, type of college, career expectations as a senior, graduate study and academic distinction will be investigated as possible influences on the respondents' present interests.

Hypothesis 6: There is no significant relationship between subject major in college and respondent's career interests.

Hypothesis 7: There is no significant relationship between type of degree (liberal arts or undergraduate professional) and respondent's career interests.

As we have noted in the review of literature, occupational and educational choices of women have often served as a classificatory scheme in judging whether or not they are interested in careers. That is, women who choose teaching are judged to be non-career oriented compared to someone interested in physics or writing. Within the married AAUW sample, such classifications do not seem possible. Null Hypotheses 6 and 7 are accepted as Tables VIII and IX will indicate. The trends indicate that science does not attract a more career-oriented group--at least as they are represented in the AAUW--and that the choices of liberal arts versus undergraduate professional degree are remarkably similar in the Positive Worker and Satisfied Housewife categories. The Ambivalent Housewives were the only category in which liberal arts graduates predominated.

Hypothesis 8: There is no significant relationship between college attended and respondent's career interests.

The type of college attended by the respondent in some ways reflected her past economic status, her occupational-educational preferences, and, in the case of sectarian selections, perhaps her adherence to tradition. Table X indicates that Null Hypothesis 8 is rejected at the .05 level of significance.

University graduates were the most numerous in the total sample and retained their predominance in each of the career categories; however, in the Negative Worker category the university representation was disproportionately high. Teachers colleges accounted for only 12 per cent of the total sample, yet among Positive Workers, its proportion rose to 22 per cent. All the other groups had low representations of teachers college alumnae, with none at all found in the Ambivalent Housewife category. The distribution of non-sectarian college coeds is similar throughout the categories. The sectarian college is most highly represented among the Satisfied Housewives, perhaps indicating their adherence to tradition. The woman's college is represented in highest proportion among the Ambivalent Housewives, who thus present themselves as having an especially high percentage of liberal arts majors and graduates from women's colleges--a profile suggesting high socio-economic status during adolescence. Women's colleges are least likely to be represented in the Positive Worker category.

A major unanswered question is whether the college does influence the woman student toward or away from careers or whether her attitudes concerning the future uses of education determine her choice of college.

Hypothesis 9: There is no significant relationship between academic distinction in college and respondent's career interests.

The possession of awards and distinction for academic ability is a measure often used in our society to gauge talent, perseverance and achievement needs. Commentators such as Elizabeth Drews (7) have singled out the gifted girl teen-ager as having the potential personality characteristics for career involvement as well as having the talents. Table XI displays the relationship of undergraduate academic awards and current career interests. The Null Hypothesis 9 is rejected at the .05 per cent level of confidence.

The group least likely to have shown academic talent in relation to their college peers are found in the Ambivalent Housewife category. The Negative Workers also show a smaller proportion of academically talented women. While a strong minority (40 per cent) of the Satisfied Housewives gained honors in college, their proportion was 18 percentage points less than the Career-Oriented Housewife group. The positively involved workers were divided exactly in half on this dimension. The figures suggest that while other factors may draw a woman into employment and cause her to feel pleased with her employment situation, those women who have histories of high achievement are the ones who plan for and happily anticipate employment.

Hypothesis 10: There is no significant relationship between career plans as a senior and respondent's career interests.

Another means used to classify "career-oriented" college girls is simply to ask them during their college years whether or not they intend to have careers. Of course a longitudinal study provides the best evidence of whether this method is useful for prediction. Nevertheless, a retrospective question concerning respondent's recall of her intentions during her senior year was included.

The question required the respondent to check her feelings as she remembered them when she was a senior. She was asked to choose among (1) I was sure I wanted a real career with only a short time off for child rearing, (2) I was moderately interested in a career but also expected to stop working when the children came, if I married, and (3) I hoped I wouldn't have to work for long.

Null Hypothesis 10 is rejected at the .01 level of confidence. Table XII shows that although all groups found the moderate interest most descriptive, the highest proportion of those with strong career interests are in the Positive Worker category, followed by Career-Oriented Housewives. The highest proportions of uninterested seniors now are in the Satisfied Housewives and Ambivalent Housewives categories.

Graduate Education

Hypothesis 11: There is no significant relationship between possession of graduate degree and respondent's career interests.

Professors who teach the young women entering graduate school have voiced their disbelief that the women are serious about using their degrees after marriage (5, 11). It would appear to be important to know whether this is true--that is, whether these women do not seek employment after marriage.

Table XIII indicates that Null Hypothesis 11 is rejected at the .01 level of confidence. Among Master's degree holders and candidates the highest proportion (although not the majority) are in the Positive Worker category. The Career-Oriented Housewife category contains the next highest proportion. The Ph.D.'s, doctoral candidates and lawyers are all positively involved workers.

Hypothesis 12: There is no significant relationship between marital status at time of graduate study and respondent's career interests.

Past analyses of women graduate students have rarely taken into account the age at which the degree was taken--or perhaps more to our point of interest, the marital status and family situation of the entering woman student. Since a sizable number of women took their advanced degrees later in marriage (42.9 per cent), it appeared worthwhile to investigate the uses to which they put their education.

Null Hypothesis 12 is rejected at the .01 level of confidence. Table XIV illustrates the relationship of career interests and stage of married life when graduate work was undertaken. Among women who received their degrees prior to marriage or just after marriage, only a minority are in the Positive Worker category. They are more likely to be distributed in the other four categories. In the Satisfied Housewife and Ambivalent Housewife categories, no woman undertook serious graduate work toward a degree except before marriage. Among Negative Workers the preponderance of women holding graduate degrees prior to marriage was also higher. Among the Career-Oriented Housewives, one-third of the degree holders had taken their studies later in marriage. The Positive Workers contained a majority of women who had studied for advanced degrees during maturity.

The findings then indicate that the majority of early graduate degree holders were not working, while the majority of late graduate students were employed. So strong was the work commitment of mature women who enrolled in graduate school that only several current students were not concurrently working.

B. THE PRESENT

The past and the present are, of course, usually interwoven. The number of children that a woman has may relate to her earlier values and yet is most clearly seen as part of a current "enabling" contingency of life. The kind of man that a woman marries is a part of her past yet his educational attainment may place a ceiling on current economic status. With this caveat in mind we turn to a number of factors which may be categorized as part of the present situation of the respondents' lives: current family conditions and expressed values.

Age, Children, and Marital Status

The variables to be discussed in this section are related to one another although there is scarcely a perfect correlation. A woman's age is often indicative of whether she has grown children, is interested in increasing her family and whether there is a possibility of widowhood. These relationships were observable among the AAUW sample. The widows and divorcees were in the maturer age groups, the women with completed families could usually be found there also and few of the older women had pre-school age children. At the same time, these separate variables have often been suggested as strong influences on a woman's work status.

Hypothesis 13: There is no significant relationship between age and respondent's career interests.

Table XV shows us that the older the respondent is, the more likely she is to be working and positively involved. The Null Hypothesis 13 is rejected at the .01 level of confidence. Among Positive Workers, women in the 41-45 category make up 49.5 per cent of the total group, while the reverse trend is observable in the Negative Worker category. The highest proportions of women in the Career-Oriented Housewife category are found in the 25-35 year span; however, Satisfied Housewives are apportioned fairly evenly in the age groups and Ambivalent Housewives show no particular pattern. There is a slight trend for all housewife groups to dip after 40 years of age, suggesting that some of the Satisfied Housewives, now in the younger age brackets, will join the work force (or the ambivalent women) but do not now anticipate this.

Hypothesis 14: There is no significant relationship between marital status and respondent's career interests.

Table XVI shows how the small group of women living without spouse compares to the married women in the sample. Null Hypothesis 14 is rejected at the .05 level of confidence. The proportion of divorced or widowed women who can be classified as Positive Workers is 8 out of 11. This constitutes 8.5 per cent of the Positive Worker category, but is obviously the large majority of all such women in the total sample. One woman is a Negative Worker and one is found in the Career-Oriented and Satisfied Housewife categories. All the Ambivalent Housewives are living with spouse.

Apparently the women who must live without mates most often choose to become employed and adjust well to their working status even if it had not been previously anticipated.

Hypothesis 15: There is no relationship between the number of children in respondent's family and the respondent's career interests.

Table XVII indicates that Null Hypothesis 15 is rejected at the .01 level of confidence. The number of children is related to career interests in a manner which is not easily predicted. The Negative Worker category has a majority of women who are childless. While the Positive Workers also have a relatively large group of childless women (22.3 per cent), they are preponderately mothers and even include several women with over four children. Career-oriented Housewives have a negligible number of childless women, but a majority of the women have small families, which may permit them a speedier return to the labor force. Satisfied Housewives are somewhat more likely to have larger families than the other groups. The Ambivalent Housewives are also preponderantly mothers.

Hypothesis 16: There is no significant relationship between desire to increase family and respondent's career interests.

Null Hypothesis 16 is rejected at the .01 level of confidence as shown in Table XVIII. The Negative Worker category contains 54.5 per cent who desire to increase their family size. This is the largest proportion to be found among all the categories. Despite the fact that the Positive Workers have a large number of childless women in their ranks, they are not as likely to want to increase their families as are the Ambivalent Housewives or the Satisfied Housewives. Their distribution resembles that of the Career-Oriented Housewives most closely with the exception that a larger group of "undecided" answers were given by Positive Workers.

Thus we find the Positive Workers striving to perpetuate an enabling situation and the Career-Oriented Housewives attempting to bring themselves into a position so that they can enter the labor force. Restricting the size of their families is one solution on which they agree.

Hypothesis 17: There is no significant relationship between the age of youngest child and respondent's career interests.

Null Hypothesis 17 is rejected at the .01 level of confidence as shown in Table XIX. As we have noted previously the largest group of negative workers are childless. They are followed by mothers of pre-school children and elementary school-age children. This may play a role in the dissatisfaction of these particular women, although many of the Positive Workers have young children or are childless. The Positive Workers in addition have the highest proportions of women with children in junior high and high school.

The Satisfied Housewives and Career-Oriented Housewives are quite similar in their distributions according to age of youngest child; however, among Career-Oriented Housewives the proportion in the older groups drops to zero. Presumably by the time their youngest child is in high school, the typical Career-Oriented Housewife has moved to another category. The somewhat lower proportions of women with older children in the Satisfied Housewife category suggest that it may prove difficult also to remain in this category as one's children grow up. The possibility for movement into the Positive Worker category comes to mind; however, we should not ignore the potential movement into the Ambivalent Housewife category or Negative Worker category.

Husbands

Hypothesis 18: There is no significant relationship between husband's educational attainment and respondent's career interests.

As Table XX illustrates, the educational attainment of husbands appears to be of importance in understanding the career interests of their wives. The Null Hypothesis 18 is rejected at the .01 level of confidence.

Table XX shows that the largest number of women with husbands in the lowest educational classification (no college degree) can be found in the Positive Worker category. They do not predominate in this category, however; the wives with husbands who have graduate degrees are the dominant group.

Career-Oriented Housewives have their heaviest concentrations split between husbands with college diploma and husbands with graduate degree. The Satisfied Housewives, compared to the Career-Oriented Housewives, are more likely to have husbands in both the lowest and highest educational classifications. Ambivalent Housewives have the highest proportion of husbands with advanced degrees compared to any other group of women.

In some respects the educational attainment of the husband is a clue to socio-economic standing. If this is accepted (with all warnings concerning the subtleties of class distinction in America) we might consider the groups as representing three gradations of the middle class: lower-middle, middle-middle and upper-middle. An explanation for more working wives showing up in the lower-middle class could then be tied to economic need; however, a number of findings prevent this from serving as a sole explanation.

As we will see later, negative workers do say that their prime motivation for work is money, although on educational attainment, their husbands exceed those of working wives. Working women of the lower-middle class do not cluster among the negatively involved workers. Furthermore, if sheer financial need were the sole determinant, the progression across the middle classes would show a steady drop in employment interest. Two other analyses add additional information: Table XXI shows that husband's degree is not significantly related to the attractions which women attribute to work, while Table XXII shows that the lower middle class women are far more likely than others to check full-time work as the most satisfying status for them.

These findings suggest that the matter is more complex, possibly involving the social status of the wife's degree and potential professional position as it is viewed within her home and social group.

One final significant relationship involving husband's educational attainment should be displayed. Table XXIII shows how those with advanced degrees distribute themselves among the groups. At the upper educational level we see that women with advanced degrees, particularly law and doctoral degrees, marry men with similar educational backgrounds. There is a large drop in the middle group and then a rise in graduate degree holders among women whose husbands do not even hold the bachelor's degree.

Hypothesis 19: There is no significant relationship between wife's comparison of her own and her husband's self-fulfillment and respondent's career interests.

Null Hypothesis 19 is rejected at the .01 level of confidence as displayed in Table XXIV. The women most likely to rate themselves the same as their husbands were either Positive Workers or Satisfied Housewives. (Note that if the ten women without husbands in Category II are removed from the calculations, the "same as husband" proportion rises to 78 per cent. We will thus treat the women in Category II and Category IV as having substantially similar distributions.)

The other career categories show an interesting trend. The Ambivalent Housewives are the most deviant in their self comparisons, being least likely to rate themselves on a par with their husbands. The housewives who are career-oriented also express feelings of being less fulfilled than their husbands. It is possible that this latter group is looking to their future careers as a means of self-expression and fulfillment. The Negative Workers rate themselves slightly more on a par with their husbands than do the Career-Oriented Housewives but are below the Positive Workers and Satisfied Housewives. The large number of childless women in this category is a clue to the possibility that these women would feel more fulfilled if they moved into motherhood rather than to a different job.

Hypothesis 20: There is no significant relationship between husband's feelings about a working wife and respondent's career interests.

Table XXV displays the relationship that career interests show to husband's feelings about his wife as a worker. Null Hypothesis 20 is rejected at the .01 level of confidence.

The question required the respondent to estimate how her husband feels about her working or would feel if she worked--thus the feelings are attributed to the husband rather than polled directly. Previously it was noted that overwhelmingly the women did not blame their husbands' feelings as the barrier to employment. The home responsibilities which women chose voluntarily to keep as their own were cited as the chief reason for not being employed currently (67.5 per cent). The next largest group, 12.8 per cent, had indicated that they were quite satisfied to remain at home and did not have to select any other rationale.

Table XXV does show, however, that there is a strong relationship between feelings attributed to husbands and the career interests of the respondent. Only one Positive Worker reported that her husband was opposed to work. (We should re-emphasize that this category included full-time and part-time workers.) The negatively involved workers and the housewives with mixed feelings also had low proportions of disapproving husbands. The Satisfied Housewives had a majority of husbands who would disapprove of their working and also, importantly, a very small number who would be enthusiastic. The Career-Oriented Housewives had the next largest group of disapproving husbands, but a majority of approving and enthusiastic husbands to counterbalance any trend.

It is not established, of course, whether husbands actually feel as their wives report. The wives may perceive their husbands' feelings in a manner which reinforces their own interests, or the husband may be influenced by his wife's position. On the other hand, a woman may be most satisfied doing what her husband supports as worthwhile. Perhaps all of these factors are at work. The fact that Negative Workers report their husbands as supportive of their work status may indicate several facets concerning their problem: their negativism does not stem from disapproving husbands, they have been urged to work by their husbands, or the husbands are supportive because this is the best of alternatives available at the moment.

Likewise the mixed feelings of the Ambivalent Housewives cannot be attributed to disagreements with their husbands regarding "the place of the wife." There the moderately approving stance of the husbands seems to leave employment decisions up to the wife.

Other Attitudes

Hypothesis 21: There is no significant relationship between respondent's rating of the importance of her community activities and respondent's career interests.

The possibility that community activities and volunteer work are satisfying involvements in place of employment was investigated by asking the women in the sample to rate the importance of their activities.

Null Hypothesis 21 is rejected at the .05 level of confidence. Table XXVI shows that the women most likely to rate their community activities as worthwhile are the Positive Workers and the Negative Workers. Two factors may be at work here. The women may be quite selective about their activities due to their employment and/or their standards of "worthiness" may be different, they may be less demanding that their volunteer work has a grand design or that they turn in professional performances.

The similar high ratings found among Satisfied Housewives may also relate to a variety of factors. The women may be supported to remain in their housewife status because they feel that what they do as volunteers is important or they may get such deep satisfactions from home-making that they are less demanding of their outside activities. Compared to the Satisfied Housewives, the Career-Oriented Housewives are rather unsatisfied with their choices of volunteer work. Again the dynamics may involve several factors. It may be that these women are unable to feel that volunteer work is important compared to professional employment which is valued more highly in our society--or perhaps they have not been able to find the kind of volunteer commitments which have satisfied others and therefore have turned to considering careers.

The attitudes of the Ambivalent Housewives rounds out the general picture they have presented of being at "loose ends." It is also possible that in this group we have simply found a character-type which does not admit to satisfaction easily.

Hypothesis 22: There is no significant relationship between motivation for work and career interests.

Table XXVII displays the motivations which the respondents attribute to drawing them to work. Null Hypothesis 22 is rejected at the .01 level of confidence.

The group most likely to cite money as a motivator is found among the Negative Workers (47.6 per cent) followed by Satisfied Housewives (22 per cent) and the Ambivalent Housewives (25 per cent). The women in these career interest categories also resemble one another in the proportion choosing work as a means of keeping busy or meeting people. It is seen as a time filler for almost a quarter of each group. Satisfied Housewives also say they would work to help others in a larger proportion than other women; however, Positive Workers are next in checking this as an important motivation. The largest group interested in "achieving something" is found in the Career-Oriented Housewife category, while the Satisfied Housewives are singularly low on seeing work as an achievement outlet for themselves. The groups most likely to cite the use of talent as a motivating force are the Career-Oriented Housewives and the Positive Workers; in both cases this motivation was chosen most frequently. It is also interesting to note that none of the Negative Workers felt that this was their strongest motivation. The Ambivalent Housewives distributed themselves across the possible motivations with the exception of no one in the "helping others" group.

Among people interested in careers, the pull and sustaining force of using one's ability through employment appears to be the most important motivation.

Hypothesis 23: There is no significant relationship between career interests and the educational advice which respondents would give to a bright, marriageable college girl.

Null Hypothesis 23 is rejected at the .05 level of significance. Table XXVIII indicates that the groups most likely to recommend liberal arts are the Ambivalent Housewives and the Career-Oriented Housewives. The women most likely to stress education for earning a living are the Negative Workers, the Positive Workers and the Satisfied Housewives. The popularity of homemaking courses was low, but most prevalent among the Satisfied Housewives. The "sky's the limit" career was third choice among all groups except for the Positive Workers who found this a more attractive choice than liberal arts. Despite its lesser ranking among the Career-Oriented Housewives, the career choice did attract 29 per cent of the women. Whether this is a dictum they would apply to themselves now is something that time alone will answer.

Current Vocational Interests

Statistical tests of significance were not performed on the following three frequency distributions (Tables XXIX, XXX, XXXI) displaying the occupations at which the women felt they could realistically expect to be employed, the ideal choices they would make keeping family responsibilities in mind, and the ideal choices they would make if they thought they would not have family responsibilities. The reason for not applying statistical tests to the distributions rests on the small frequencies found in many of the cells. The tables are presented mainly for comparative purposes, attempting to discern if the choices portend the possibility of certain changes among women's occupations. It should be stressed that whatever trends are noted must be checked with more rigorous research tools.

Table XXIX shows that across the board, the teaching-library occupational possibilities are most likely to be the realistic avenue open to the respondents. The Ambivalent Housewives, who had been predominantly liberal arts majors and advocates of such training, were the least likely to select this occupation and the most likely to indicate that they did not know what they could do. Among the Negative Workers the high proportions engaged in sales-clerical and technician groups should be noted, for employment of this type often does not require a four year college diploma. Among the Positive Workers are many of the women trained for work in higher education, research, business and law. The Career-Oriented Housewives show no particularly strong group aside from teaching; the Satisfied Housewives seem to have some clustering around nursing and the arts-fashion groups.

Table XXX shows what happens to the distributions when the women are asked to suggest an ideal occupation for themselves assuming that they were already trained for it but had their current family responsibilities. The teaching choice diminishes sharply with a concomitant rise in the "don't know" and "housewife" choices. As we note, some of the women interpreted the question in such a way that they felt housewife status to be the only occupation they could manage with current family responsibilities while others chose to indicate that while they might consider something, they could not think of anything which suited them at the moment.

The shifts to other occupations were not marked, but the direction was toward an increased interest in counseling and related mental health fields on the part of the Career-Oriented Housewives in particular, but in Categories II, IV, and V as well. Higher education, educational research and administration, and other professional positions (mathematician, chemist, lawyer) also increased in choices in the Positive Worker and Career-Oriented Housewives categories. We should note here that no one suggested she could undertake medicine, psychiatry, dentistry, engineering, etc., even if her training were already behind her. The two lawyers currently practicing continued in their choice of the legal profession; however, no one else selected it.

The rise in the glamour and business services came mainly from the Ambivalent Housewives.

Finally, Table XXXI shows a similar pattern to Table XXX with what might be termed a slightly more ambitious and/or devil-may-care outlook. The housewives showed even more interest in the risk, glamour, travel occupations. The higher professions gained adherents and this time the additions came in the occupations such as medicine, law, architecture, etc., which take long training and apprenticeships. The rise in frequency came in the Positive Worker and Career-Oriented Housewife categories. Since this distribution was to indicate a completely idealistic choice, predicated on the situation of no family responsibilities, the choices are quite hypothetical indeed. They give some indication, however, where those with strong ambitions may be found if recruiting among housewives and women workers in the middle professions is of interest.

Hypothesis 24: There is no significant relationship between career interests and willingness to undertake advanced study.

Null Hypothesis 24 is rejected at the .01 level of significance. Table XXXII indicates the high willingness shown by Career-Oriented Housewives and Positive Workers to undertake graduate work. The women with mixed feelings also indicate a strong amount of interest in advanced training; however, it appears that they may first need to determine the nature of their interests.

Generally the women who are interested in advanced study are the ones who are working now or plan to enter the labor market in the next decade. The women currently undertaking study, however, are almost exclusively in the Positive Worker category.

VIII. SUMMARY AND CONCLUSIONS

Five categories were devised as descriptive of the different degrees of involvement the respondents showed in employment. The typologies, designated Career Interest Categories, were constructed from the answers given to questions covering current work status, importance of career, status seen as most satisfactory now and in ten years and current degree of satisfaction with activity now being undertaken.

All respondents were placed in one of the five following categories: Negative Worker, Positive Worker, Career-Oriented Housewife, Satisfied Housewife, and Ambivalent Housewife. A number of background factors and attitudes were tested to determine if significant relationships existed between the variables and the above typologies.

The findings are as follows:

1. No significant relationship to career interests was found on mother's possession of college degree, father's possession of college degree, mother's work status during respondent's youth, mother's attitude toward her work, respondent's major field in college, or type of undergraduate degree.

2. A significant relationship (.05 level of confidence) was found to exist between career interests and type of college attended, academic distinction as undergraduate, current marital status, respondent's rating of the importance of her community activities, and respondent's educational advice to a college girl.

3. A significant relationship (.01 level of confidence) exists between career interests and respondent's feelings toward her working mother, career plans as a senior, possession of graduate degree, marital status at time of graduate work, current age of respondent, age of respondent's youngest child, number of children in family, desire to increase family, husband's educational attainment, wife's comparison of her own and husband's self-fulfillment, husband's feelings about working wife, motivation for employment and willingness to undertake advanced study.

4. Positive Workers and Career-Oriented Housewives showed interest in moving into the mental health fields and certain higher level professions such as college teaching, educational specialties and administration.

Table I is a summary of the findings according to statistical significance.

It has been the intent of this study to determine how contemporary married women with college degrees would like to shape the course of their lives and to discover the correlates to these expressed ideas. This has been detailed in the preceding chapters. It now remains for the writer to relate these findings to career development theory for women.

The most conventional career pattern for married college women in past years has been a period of work which is interrupted and ended

TABLE I

SUMMARY OF STATISTICAL FINDINGS ON BACKGROUND VARIABLES RELATED TO CAREER INTEREST CATEGORIES

	Variable	Statistical Significance
1.	Age	.01
2.	Marital status	.05
3.	Educational attainment of husband	.01
4.	Number of children	.01
5.	Age of youngest child	.01
6.	Desire to increase family size	.0
7.	Type of college attended	.05
8.	Undergraduate major	No
9.	Professional undergraduate degree	No
10.	Advanced degrees held	.01
11.	Stage in life cycle when advance degree was granted	.01
12.	Mother's educational attainment	No
13.	Father's educational attainment	No
14.	Mother's work status during childhood of respondent	No
15.	Mother's attitude toward work	No
16.	Respondent's attitude toward working mother	.01
17.	Recalled career ambitions as college senior	.01
18.	Motivation for work	.01
19.	Academic achievement as undergraduate	.05
20.	Educational advice to undergraduate girl	.05
21.	Feelings attributed to husband concerning working wife	.01
22.	Feelings about voluntary community activities	.05
23.	Comparison to husband on self-realization	.01
24.	Interest in further study	.01

with marriage or childbirth. This pattern was still the most commonly followed by the AAUW sample; however, its popularity as an ideal among these married middle class women has waned. Only 29 per cent of the women, now in the 25-45 age group, would choose to be unemployed ten years from now. Full-time resumption of employment is equally popular and part-time employment is slightly more popular as a desired projected status. Even at the current time less than 50 per cent of the women feel that full-time housekeeping is the most desirable status. The study thus portends a change in the conventional career pattern of married college women within the coming decade. If the AAUW membership resembles the total population of married middle class college women, one would predict that it will soon be more conventional to return to work after ten or fifteen years of marriage.

Will this return mark a genuine career commitment on the part of the married women? If career commitment continues to be measured on a scale useful in gauging the successes of men, then it would remain extremely unlikely that the majority of the married women would accept the standards. If, on the other hand, career commitment for women is redefined into the productive use of talent not necessarily measurable by status or income, then many of the married women who are working or plan to work would surely meet the standards. Most are motivated by the desire to use their abilities, to help others or to achieve something on their own.

Are these workers and career-oriented housewives the pioneers from the normally masculine professions? In this sample many of the women who studied in the traditionally feminine fields showed themselves to be strongly interested in careers. There was no evidence that subject matter is a dependable sorting device for discovering potential positive workers. More useful from their academic histories were such factors as distinguished academic ability and educational attainment beyond the Bachelor's level, especially the doctorate equivalent. A very high predictor was graduate study undertaken in maturity. Among family factors, age of youngest child, husband's educational attainment and marital status were useful predictors.

The worry that talented women do not prepare themselves well in college because they are consumed with the developmental task of making a marriage did not seem to hold for this sample. The great majority of the women had a clear idea of how they could use their education, and more important, the women who were interested in employment in the future had not sadly undertrained for their current aspirations. When asked to suggest the kinds of careers they could manage with family responsibilities, assuming their education ideally matched their interests and ambitions, few women, not even the more talented and ambitious career-oriented or working groups, suggested the highest professions. Those who were interested in fields demanding advanced work seemed able to undertake graduate study should they become sufficiently motivated. That is, there were few shifts in subject matter areas which would have demanded considerable make-up work.

Has this study, then, merely uncovered a suspected social change benignly moving forward with a minimum of grief to those involved? Perhaps that is all, particularly for women who have graduated from college and have at least a moderate amount of initiative. There are three areas of discrepancy, however, which deserve to be highlighted for those interested in the counseling of college women. They deal with part-time employment, advanced education and "feminine self-actualization."

Part-Time Employment

There is a marked discrepancy between the numbers of women who indicate they would be happiest at part-time employment and those who have found such employment. At the same time, only one woman out of 310 reported that she was currently looking for a job. A variety of interpretations are available to us and deserve to be investigated further:

1. The jobs don't exist
2. These are unassertive women who prefer to wait until something "comes along"
3. The women may claim to be interested but would not really make the change if the opportunity came their way.

Perhaps all these reasons have some point in fact. It is also likely that this is a situation at which "cultural lag" makes itself felt. Poor communication channels and lack of tradition present the woman interested in part-time professional work with difficulties. A woman interested in part-time employment during the decade she remains at home may have to contact appropriate agencies and industries frequently, for many part-time positions are filled in an *ad hoc* fashion which means that to be truly effective the part-time job seeker must make herself known and visible on a regular basis. For a woman who does not have the pressures of economic need, such a concerted effort carried on over the years may seem awkward and inappropriate.

On the other hand, substitute teaching is a special type of part-time work which is easily secured by a woman with a college degree. Unlike the regularly arranged part-time job or the contracted job where the worker plans her own time, substitute teaching requires that a woman be available on short notice, for an unknown number of days. The woman with pre-school children must be willing and able to make spur-of-the-moment child care arrangements.

Some communities are creating agencies for professionally trained adults who would like to volunteer their training on a part-time basis, and many school districts are happy to receive volunteers in their libraries or compensatory education programs. This may prove to be sufficient involvement for certain women, but for the woman with a specialized education, it is not a likely means of building work experience or keeping talents fresh.

Graduate Study

Despite the fact that career-oriented housewives in this sample were talented, ambitious and very willing to undertake graduate study, there is a marked lack of these women engaged in advanced education. Most of the women studying for degrees were already at work. Although, as we indicated, there is little evidence that any of the women would be willing to enter medical or engineering school, some showed an interest in teaching their specialty on the college level or engaging in the mental health professions. Others would like to hold staff or administrative positions in the schools. The explanation for the discrepancy may relate to some of the ideas already suggested in the above paragraphs (e.g., lack of assertiveness). Even if we presume that suitable training institutions are nearby and that department chairmen are receptive, the wife's expenses for a graduate degree may not seem justified in a young family. While there are national shortages in many advanced professions, the geographic immobility of the housewife must not be discounted as a hindrance in her undertaking advanced study for a position which is not already within her grasp.

On the other hand, the strong work commitment shown by the women who do secure advanced degrees after marriage shows that these are the least likely of all women to enter education in dilettante fashion. Organizations interested in recruiting talented people to the professions indicated above might find it worthwhile to publicize their local programs and fellowships to women's groups such as the AAUW.

"Feminine Self-Actualization"

As we have noted in the literature, many psychologists have searched for a psycho-biological core in women which could be termed the feminine nature. Once discovered it might become the royal road to self-actualization for most, if not all, women. Eminent writers have stated that it is a woman's nature to be concerned with group goals and nurturance. Only through marriage and child-bearing (and perhaps more vicariously through the "helping professions") is it likely that a woman can find self-actualization and a release of creative potential. Even the researchers who do not want to imply that women must stay in their homes indicate that women by nature will have certain proclivities in the careers they follow. In the other direction, one senses a feeling of disdain in the writings of some researchers who imply that a housewife without career ambitions is not a truly useful member of society and that she has been hood-winked into relinquishing the independence and freedom experienced by the working woman. In a society with patriarchal origins, it is easy to see how the former ideas originate; in a work-achievement oriented society it is easy to see how the latter ideas find exponents. This study did not, of course, undertake to identify the nature of femininity. The Career Interest Categories did prove useful, however, in relating certain experiences such as marriage, child-bearing, work and homemaking to feelings of self-actualization. As a group the sample fit many of the feminine stereotypes: the family-centered life goals, the pursuit of heavily female fields. And yet even in this essentially "feminine" group of married women, no single route to self-actualization emerged.

The women who reported themselves most likely to match their husbands on self-fulfillment were both the positively involved workers and the satisfied housewives. This was true even though some of the workers were childless and others had backgrounds varying in work pattern and graduate study. Among the housewives were childless women, women with past long work histories and women who had never worked. The next highest group reporting self-actualization on a par with their husbands were the negatively involved workers. Many were childless and showed a rather irritable impatience with their employment, as if it symbolized their childless state. Others were working to bolster family finances and did so reluctantly, often worrying about their responsibilities for the proper care of their children. Their quarrel seemed to be less with the nature of their work than with the fact that they worked. Yet these women were more positive in their self-assessments than were two other groups of non-working housewives, almost all of them mothers.

The career-oriented housewives had studied substantially the same subjects as had the satisfied housewives, were equally willing to give primary responsibility to their family and still rated themselves less fulfilled than did even the negative workers. These women were planning to undertake careers in the future, perhaps in part because their community activities did not seem very worthwhile, in part because their husbands seemed more enthusiastic about working wives, but perhaps also because more than any other group these women had shown the highest academic abilities in college. It may be that having lived with their talents and achievement needs longer than with their husbands and children, they had difficulties in adopting the same yardstick employed by the satisfied housewives.

The group showing the least likelihood of rating themselves on a par with their husbands were also married housewives with children. Their responses concerning career interest were always equivocal and yet they also indicated less satisfaction with their housewife's status. It is difficult to device an appropriate term for them, but their lesser academic distinction in college, their discontent with community activities, the high professional training of their husbands may all have contributed to feelings of personal insufficiency with no clear avenue for demonstrating competency.

It is possible that deep seated neurotic tendencies, marital discord or other difficulties were prompting the dissatisfied, ambivalent responses. It is also possible that for some women in our society neither homemaking, community activities, employment, hobbies or other diversions will make them feel that they approach their husbands in self-actualization. While they have a potential for moving into a more harmonious Career Interest Category, one could suggest that these women were currently most in need of personal counseling.

Work has many different meanings in the lives of married college women. For one it may be a deeply fulfilling experience, for another a burden to be done with; a third may see it as a hazy alternative to palliate a diffuse dissatisfaction. It may be a carefully nursed dream for a fourth and a politely or militantly spurned status for a fifth. There seem to be infinite variations on its meaning. With this in mind, it is impossible to claim that the women in one group have come closer to fulfilling some general feminine self-actualization which should become the pattern to be emulated by others. The writer would prefer to see each person's route to self fulfillment as a unique one--uniquely formed in the biological and experiential interplay of factors such as talent, autonomy, and, of course, femininity.

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APPENDIX A

Fill in the blanks or place an X in the blank next to the phrase which most closely approximates your situation.

1. Age:
_____25-30
_____31-35
_____36-40
_____41-45

2. Age at marriage:
_____during college
_____under 25
_____25-30
_____over 30

3. Marital status:
_____divorced, widowed
_____married

4. If married, please state husband's occupation:
____

5. Total number of children:
_____none
_____1 or 2
_____3 or 4
_____over 4

6. Age of youngest child:
_____under 5
_____between 5 and 10
_____between 11 and 14
_____over 14

7. Do you want your family to be larger?
_____yes
_____no

8. Please state highest college degree held by husband:
_____none
_____bachelor's degree
_____professional or graduate degree

9. Below are several categories for colleges. Check the type of college which gave you your bachelor's degree:
_____university
_____teacher's college
_____non-sectarian small coed college
_____sectarian small coed college
_____women's college

10. What was your major field?_______________________(Specify)

11. How old were you when you received your bachelor's degree?__________

12. Are you licensed to teach school?
_____yes
_____no

13. Do you have a degree above the bachelor's? Specify:__________ ____________________________.

14. What was your major field for the advanced degree?____________

15. How old were you when the last advanced degree was awarded? ___________

16. Are you now attending college for an advanced degree?
____yes
____no

17. If you are now attending college, what is your major field?____________________

18. Your family position as a child:
______only child
______much younger than other siblings
______much older than other siblings
______had only sisters
______had only brothers
______had both brothers and sisters

19. Did your mother graduate from college?
_____yes
_____no

20. Did your father graduate from college?
_____yes
_____no

21. Did your mother work when you were under 15 years old?
___yes
___no

22. If yes to question 21, how would you say she felt about her job?
____she enjoyed it
____neutral
____she did not like it

23. In general what were your feelings about having a working mother?
______I admired her
______I was neutral
______I wished she wouldn't work

24. What is your current status regarding paid work?

_______I am working full time
_______I am working part-time
_______I am actively looking for work now
_______I plan to look for employment in the next few years.
_______I hope to be employed, but in the fairly distant future
_______I don't plan to work unless there is some necessity
_______I work at home (e.g. writer, artist, tutor, etc.) Please indicate the nature of the activity:_______________

25. If you are working part time or full time, please state position

____

26. Is it important for you to have a career or plan for one in the future?

____yes, it is important to me
____not of special importance
____not important at all

27. How did you feel about a career when you were a senior in college?

_____I was sure I wanted a real career with only a short time off for child-rearing.
_____I was moderately interested in a career but also expected to stop working when the children came, if I married
_____I hoped I wouldn't have to work for long.

28. People work for different reasons. Why would you work? (If you are currently employed, please answer in terms of what you feel motivated your employment.) Please check only one category.

____the chance to earn money
____the chance to keep busy, to meet people
____the chance to help people
____the chance to achieve something, to be a success
____the chance to use a special talent or ability
____other. Please explain_______________________

____

29. How do you feel you would be most satisfied now?

____as a full time housewife (includes volunteer community activities)
____holding a part time job
____working in my home with my special talent (e.g. writing, art)
____holding a full time job.

30. How do you feel you would be most satisfied 10 years from now?
____as a full time housewife (includes volunteer community activities)
____holding a part time job
____working in my home with my special talent (e.g. writing, art)
____holding a full time job

31. If you are a full time housewife, how do you usually feel about yourself at the end of a typical day?
____quite satisfied
____fairly satisfied
____fairly unsatisfied
____quite unsatisfied

32. If you are working part-time, how do you usually feel about yourself at the end of the day?
____quite satisfied
____fairly satisfied
____fairly unsatisfied
____quite unsatisfied

33. If you work at home as described in question 24, how do you usually feel about yourself at the end of the day?
____quite satisfied
____fairly satisfied
____fairly unsatisfied
____quite unsatisfied

34. Check the phrase which most closely described your pattern of living since marriage.
____I still live in my old home town or very near my old friends and family
____I have lived in the same town since we married
____I have moved many times and/or I do not feel settled

35. Considering your current family obligations, interests and college training, what kind of job could you realistically expect to get if you decided to go to work? State field and level. (e.g. art museum, executive)

____

36. Would you take such a job now if it were offered to you?
____yes
____no, because I do not want to work now
____no, because the job itself is not appealing

37. Now imagine that you have your current family obligations BUT that your college training was complete, up-to-date and in line with your current interests. What kind of work would you ideally wish to undertake?

38. Would you be willing to take further educational training if it could bring you closer to the career choice in question 37?
____no, I don't really want to work
____no, I am already adequately trained
____yes, I would take some courses
____yes, I would take an advanced degree

39. Imagine yourself without any family obligations and able to undertake a career that exactly reflects your talents, interests and ambitions. What career would you choose for yourself?

40. When you were in college, were you elected to any honorary organizations, did you receive any special awards or graduate with academic distinction?
____yes
____no

41. Check the phrase which best described your work pattern
____I have worked almost continuously since college graduation
____I worked after college but stopped when I married or when the children came and I have not resumed work
____I worked after college, stopped when I married but have resumed work
____I have never worked for any appreciable length of time.
____My first real career experience has come after marriage and child bearing.

42. If a bright and attractive college girl turned to you for advice on how to plan her college education wisely, what would you suggest as most suitable for a young marriageable American woman? (Please select only one category for emphasis)

____use your college years for a good liberal arts background; cultural courses will serve you for your whole life.

____be sure to get an education that can be used to earn a living; it's a woman's best insurance.

____take a number of good homemaker courses such as child development, home economics, decorating so that you will be prepared for the demands of marriage and child rearing.

____find your talent and train for a "sky's the limit" career.

43. Below are a variety of reasons women give for not seeking employment. Check the one which most closely resembles your own reason if you are not employed.

____I am fully satisfied without working for pay.

____I don't want to leave my family responsibilities to someone else.

____Good household help is too expensive or hard to find.

____Under normal circumstances I don't think it is appropriate for married women to work.

____My husband does not want me to work.

____I do not have the necessary training or experience in the kind of work I would really enjoy.

____There are no local job openings in my specialty.

____I would only want a part-time job and these are hard to fin

44. How do you think your husband would feel about your working? (If employed, state how you think he does feel.)

____is opposed to my working now

____is non-commital, neutral

____mildly approves

____is enthusiastic

45. How do you feel about your community activities?

____I think they are worthwhile

____undecided, mixed feelings

____I think they are not very important

46. How much are you involved in your husband's career?

____I help him directly on a full or part time basis

____I am needed regularly for many social occasions

____My community activities help my husband

____I have no clear duties connected with his career

47. If you were to compare yourself to your husband in terms of "self-realization" or self-fullfillment, how would you rate yourself?

____we are about the same, in our separate ways
____he is closer to self-fulfillment than I am
____I feel more fulfilled than he seems to be

48. An American woman can be very successful in a variety of ways. Which would you most like to be yourself? (Check no more than 2 - number choices 1, 2)

____winner of literary or artistic award
____winner of scientific or scholarly award
____mother of several highly accomplished children
____wife of a man who becomes very prominent
____leader of a nationally known voluntary association
____national or state figure in an elective or appointive
political office
____none of these. Can you think of more suitable categories

for your ideal?

____

Thank you.

49. If you work full time, how do you usually feel about yourself at the end of the day?

____quite satisfied
____fairly satisfied
____fairly unsatisfied
____quite unsatisfied

APPENDIX B - TABLES

APPENDIX A

Fill in the blanks or place an X in the blank next to the phrase which most closely approximates your situation.

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_____41-45

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4. If married, please state husband's occupation:
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6. Age of youngest child:
_______under 5
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_______over 14

7. Do you want your family to be larger?
______yes
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8. Please state highest college degree held by husband:
________none
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______________________________.

14. What was your major field for the advanced degree?__________

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____

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____Under normal circumstances I don't think it is appropriate for married women to work.
____My husband does not want me to work.
____I do not have the necessary training or experience in the kind of work I would really enjoy.
____There are no local job openings in my specialty.
____I would only want a part-time job and these are hard to fin

44. How do you think your husband would feel about your working? (If employed, state how you think he does feel.)

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____is enthusiastic

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____undecided, mixed feelings
____I think they are not very important

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____I am needed regularly for many social occasions
____My community activities help my husband
____I have no clear duties connected with his career

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____

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____quite satisfied
____fairly satisfied
____fairly unsatisfied
____quite unsatisfied

APPENDIX B

TABLES

TABLE II

FIRST CHOICES OF SUCCESS FOR SELF

Category	Number	Per Cent
1. Award winner (liberary, artistic, scientific, scholarly)	25	9.5%
2. Mother of highly accomplished children	97	31.0
3. Wife of prominent husband	57	16.7
4. Leader of nationally known voluntary organization; or National or state figure in an elective or appointed political office	12	6.0
5. Excellence in profession of choice (but not awards)*	9	7.1
6. Happiness and adjustment in family*	58	14.3
7. Good person, interesting person*	15	4.8
8. No answer	26	8.3
9. No first choice indicated	11	2.4
Totals	310	100.0%

* Categories derived from comments of respondents.

TABLE III

MOTHER GRADUATE OF COLLEGE RELATED TO CAREER INTERESTS

			Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
Mother Graduate of College	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Yes	64	20.6	6	27.3	14	14.7	14	22.2	29	24.6	1	8.3
2. No	246	79.4	16	72.7	81	85.3	49	77.8	89	75.4	11	91.7
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 4
Chi Square = 4.933
Not significant at .05 level of confidence

TABLE IV

FATHER GRADUATE OF COLLEGE RELATED TO CAREER INTERESTS

Father Graduate of College			Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Yes	91	29.4	5	22.7	22	23.2	17	27.0	41	34.7	6	50.0
2. No	219	70.6	17	77.3	73	76.8	46	73.0	77	65.3	6	50.0
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 4
Chi Square = 6.516
Not significant at .05 level

TABLE V

WORKING MOTHER DURING YOUTH RELATED TO CAREER INTERESTS

Mother Worked During Respondent's Youth	Totals		Career Interest Categories: Negative Worker I		Positive Worker II		Career-Oriented Housewife III		Satisfied Housewife IV		Ambivalent Housewife V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Yes	93	30.0	6	27.3	28	29.5	20	31.7	34	28.8	5	41.7
2. No	217	70.0	16	72.7	67	70.5	43	68.3	84	71.2	7	58.3
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 4
Chi Square = 1.039
Not significant at .05 level of confidence

TABLE VI

MOTHER'S FEELINGS AS WORKER RELATED TO CAREER INTERESTS

			Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Mother's Feelings	#	%	#	%	#	%	#	%	#	%	#	%
1. Enjoyed working	58	63.7	2	33.3	21	75.0	14	70.0	18	54.5	3	75.0
2. Neutral	27	29.7	4	66.7	6	21.4	4	20.0	12	36.4	1	25.0
3. Negative	6	6.6	0	0.0	1	3.6	3	10.0	1	9.1	0	0.0
Totals	91	100.0	6	100.0	28	100.0	20	100.0	33	100.0	4	100.0

df = 8
Chi Square = 8.346
Not significant at .05 level of confidence

TABLE VII

RESPONDENT'S FEELINGS TOWARD WORKING MOTHER RELATED TO CAREER INTERESTS

Respondent's Feelings	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Admired mother	27	29.0	0	0.0	14	50.0	7	35.0	6	17.6	0	0.0
2. Neutral	42	45.2	6	100.0	9	32.1	6	30.0	17	50.0	4	80.0
3. Wished she wouldn't work	24	25.8	0	0.0	5	17.9	7	35.0	11	32.4	1	20.0
Totals	93	100.0	6	100.0	28	100.0	20	100.0	34	100.0	5	100.0

df = 8
Chi Square = 20.300
Significant at .01 level of confidence

TABLE VIII

MAJOR FIELD RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Major Field	#	%	#	%	#	%	#	%	#	%	#	%
1. Elementary Education and Library	74	23.9	4	18.2	27	28.4	14	22.2	27	22.9	2	16.7
2. Behavioral Sciences, History, English	91	29.4	9	40.9	31	32.6	21	33.3	26	22.0	4	33.3
3. Sciences and Pharmacy	35	11.3	4	18.2	8	8.4	6	9.5	14	11.9	3	25.0
4. Languages and Art	29	9.4	0	0.0	5	5.3	8	12.7	16	13.6	0	0.0
5. Home Economics	41	13.2	1	4.5	13	13.7	6	9.5	19	16.1	2	16.7
6. Nursing	16	5.2	0	0.0	5	5.3	4	6.3	6	5.1	1	8.3
7. Business and Journalism	24	7.7	4	18.2	6	6.3	4	6.3	10	8.5	0	0.0
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 24
Chi Square = 25.925
Not significant at .05 level of confidence

TABLE IX

TYPE OF DEGREE RELATED TO CAREER INTERESTS

Type of Degree	Totals		Career Interest Categories									
			Negative Worker I		Positive Worker II		Career-Oriented Housewife III		Satisfied Housewife IV		Ambivalent Housewife V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Liberal Arts	129	41.6	9	40.9	37	38.9	30	47.6	46	39.0	7	58.3
2. Under-graduate professional	181	58.4	13	59.1	58	61.1	33	52.4	72	61.0	5	41.7
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 4
Chi Square = 2.934
Not significant at .05 level of confidence

TABLE X

TYPE OF COLLEGE RELATED TO CAREER INTERESTS

Type of College	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. University	171	55.3	15	71.4	49	51.6	37	58.7	64	54.2	6	50.0
2. Teacher's college	37	12.0	1	4.8	21	22.1	4	6.3	11	9.3	0	0.0
3. Non-sectarian co-ed college	26	8.4	2	9.5	7	7.4	6	9.5	10	8.5	1	8.3
4. Sectarian co-ed college	25	8.1	0	0.0	8	8.4	3	4.8	14	11.9	0	0.0
5. Women's college	50	16.1	3	14.3	10	10.5	13	20.6	19	16.1	5	41.7
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 16
Chi Square = 27.677
Significant at .05 level of confidence

TABLE XI

ACADEMIC DISTINCTION RELATED TO CAREER INTERESTS

Academic Distinction	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Yes	142	46.0	7	31.8	47	50.0	37	58.7	48	40.7	3	25.0
2. No	167	54.0	15	68.2	47	50.0	26	41.3	70	59.3	9	75.0
Totals	309	100.0	22	100.0	94	100.0	63	100.0	118	100.0	12	100.0

df = 4
Chi Square = 9.974
Significant at .05 level of confidence

TABLE XII

FEELINGS ABOUT CAREER AS SENIOR RELATED TO CAREER INTERESTS

Feelings as Senior	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Sure I wanted a real career with only short time off for child-bearing	56	18.5	2	9.5	34	37.8	15	23.8	4	3.4	1	8.3
2. Moderate interest, expected to stop when children came	216	71.5	17	81.0	51	56.7	46	73.0	94	81.0	8	66.7
3. Hoped I wouldn't have to work	30	9.0	2	9.5	5	5.6	2	3.2	18	15.5	3	25.0
Totals	302	100.0	21	100.0	90	100.0	63	100.0	116	100.0	12	100.0

df = 8
Chi Square = 50.334
Significant at .01 level of confidence

TABLE XIII

GRADUATE DEGREE RELATED TO CAREER INTERESTS

Graduate Degree	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. None	225	72.6	17	77.3	50	52.6	45	71.4	103	87.3	10	83.3
2. Master's or soon will receive	76	24.5	5	22.7	36	37.9	18	28.6	15	12.7	2	16.7
3. Doctorate, law or soon will receive	9	2.9	0	0.0	9	9.5	0	0.0	0	0.0	0	0.0
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 8
Chi Square = 43.759
Significant at .01 level of confidence

TABLE XIV

STAGE IN LIFE WHEN GRADUATE WORK WAS UNDERTAKEN RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Stage in Life	#	%	#	%	#	%	#	%	#	%	#	%
1. Before marriage	48	57.1	4	80.0	15	34.1	12	66.7	15	100.0	2	100.0
2. After marriage	36	42.9	1	20.0	29	65.9	6	33.3	0	0.0	0	0.0
Totals	84	100.0	5	100.0	44	100.0	18	100.0	15	100.0	2	100.0

df = 4
Chi Square = 24.031
Significant at .01 level of confidence

TABLE XV

AGE RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Age	#	%	#	%	#	%	#	%	#	%	#	%
1. 25-30	74	23.9	10	45.5	10	10.5	19	30.2	33	28.0	2	16.7
2. 31-35	79	25.5	5	22.7	17	17.9	21	33.3	32	27.1	4	33.3
3. 36-40	66	21.3	3	13.6	21	22.1	11	17.5	28	23.7	3	25.0
4. 41-45	91	29.4	4	18.2	47	49.5	12	19.0	25	21.2	3	25.0
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 12
Chi Square = 28.214
Significant at .01 level of confidence

TABLE XVI

MARITAL STATUS RELATED TO CAREER INTERESTS

			Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Marital Status	#	%	#	%	#	%	#	%	#	%	#	%
1. Widowed-divorced	11	3.6	1	4.8	8	8.5	1	1.6	1	0.9	0	0.0
2. Married	296	96.4	20	95.2	86	91.5	62	98.4	116	99.1	12	100.0
Totals	307	100.0	21	100.0	94	100.0	63	100.0	117	100.0	12	100.0

df = 4
Chi Square = 10.385
Significant at .05 level of confidence

TABLE XVII

NUMBER OF CHILDREN RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Number of Children	#	%	#	%	#	%	#	%	#	%	#	%
1. None	39	12.7	12	57.1	21	22.3	2	3.2	3	2.5	1	8.3
2. 1-2	144	46.9	7	33.3	40	42.6	33	53.2	58	49.2	6	50.0
3. 3-4	108	35.2	2	9.5	30	31.9	24	38.7	47	39.8	5	41.7
4. Over 4	16	5.2	0	0.0	3	3.2	3	4.8	10	8.5	0	0.0
Totals	307	100.0	21	100.0	94	100.0	62	100.0	118	100.0	12	100.0

df = 12
Chi Square = 65.742
Significant at .01 level of confidence

TABLE XVIII

DESIRE TO INCREASE FAMILY RELATED TO CAREER INTERESTS

Desire to Increase Family		Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Yes	76	24.5	12	54.5	14	14.7	10	15.9	34	28.8	6	50.0
2. No	222	71.6	9	40.9	74	77.9	51	81.0	82	69.5	6	50.0
3. Undecided	12	3.9	1	4.5	7	7.4	2	3.2	2	1.7	0	0.0
Totals	310	100.0	22	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 8
Chi Square = 27.844
Significant at .01 level of confidence

TABLE XIX

AGE OF YOUNGEST CHILD RELATED TO CAREER INTERESTS

Age of Youngest Child	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Under 5	140	45.4	4	19.0	18	19.1	40	63.5	73	61.9	5	41.7
2. 5-10	83	26.9	3	14.3	26	27.7	18	28.6	33	28.0	3	25.0
3. 11-14	26	8.4	1	4.8	13	13.8	3	4.8	7	5.9	2	16.7
4. Over 14	20	6.5	1	4.8	16	17.0	0	0.0	2	1.7	1	8.3
5. No children	39	12.7	12	57.1	21	22.3	2	3.2	3	2.5	1	8.3
Totals	308	100.0	21	100.0	94	100.0	63	100.0	118	100.0	12	100.0

df = 16
Chi Square = 115.329
Significant at .01 level of confidence

TABLE XX

HUSBAND'S EDUCATIONAL ATTAINMENT RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Degree	#	%	#	%	#	%	#	%	#	%	#	%
1. No college degree	49	16.4	2	10.0	26	30.2	6	9.7	15	12.7	0	0.0
2. Bachelor's degree	106	35.6	11	55.0	22	25.2	28	45.2	43	36.4	2	16.7
3. Graduate degree	143	48.0	7	35.0	38	44.2	28	45.2	60	50.8	10	83.3
Totals	298	100.0	20	100.0	86	100.0	62	100.0	118	100.0	12	100.0

df = 8
Chi Square = 26.908
Significant at .01 level of confidence

TABLE XXI

HUSBAND'S EDUCATIONAL ATTAINMENT RELATED TO WORK MOTIVATION OF RESPONDENT

Motivation	Husband's Degree					
	None		Bachelor's		Graduate	
	#	%	#	%	#	%
1. Money	10	20.4	25	23.8	28	19.6
2. Keeping busy, helping people	20	40.8	41	39.0	45	31.5
3. Achieving something, using talent	17	34.7	34	32.4	64	44.8
4. Other choices	2	4.1	5	4.8	6	4.2
Total 297	49	100.0	105	100.0	143	100.0

df = 6
Chi Square = 4.631
Not significant at .05 level of confidence

TABLE XXII

HUSBAND'S EDUCATIONAL ATTAINMENT RELATED TO RESPONDENT'S SELECTION OF CURRENT MOST SATISFYING STATUS

Most Desirable Work Status	Husband's Degree					
	None		Bachelor's		Graduate	
	#	%	#	%	#	%
1. Full-time housewife	17	35.4	56	52.8	71	50.0
2. Part-time worker	10	20.8	30	28.3	40	28.2
3. Working with talent at home	2	4.2	7	6.6	13	9.2
4. Full-time worker	19	39.6	13	12.3	18	12.7
Total 296	48	100.0	106	100.0	142	100.0

df = 6
Chi Square = 21.798
Significant at .01 level of confidence

TABLE XXIII

HUSBAND'S EDUCATIONAL ATTAINMENT RELATED TO WIFE'S GRADUATE STUDY

Wife's Degree		Husband's Degree					
		None		Bachelor's		Graduate	
		#	%	#	%	#	%
1. No graduate degree		36	73.5	90	84.9	95	66.4
2. Have or completing Master's		13	26.5	15	14.2	41	28.7
3. Have or completing doctorate or law		0	0.0	1	0.9	7	4.9
Total	298	49	100.0	106	100.0	143	100.0

df = 4
Chi Square = 13.752
Significant at .01 level of confidence

TABLE XXIV

SELF-REALIZATION COMPARISONS RELATED TO CAREER INTERESTS

Self-Realization Compared to Husband	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Same as husband	204	66.0	14	63.6	66	69.5	31	49.2	90	76.9	3	25.0
2. Husband more	56	18.1	5	22.7	8	8.4	23	36.5	13	11.1	7	58.3
3. Wife more	36	11.7	2	9.1	11	11.6	8	12.7	13	11.1	2	16.7
4. No answer/no husband	13	4.2	1	4.6	10*	10.5	1	1.6	1	0.9	0	0.0
Totals	309	100.0	22	100.0	95	100.0	63	100.0	117	100.0	12	100.0

df = 12
Chi Square = 53.028
Significant at .01 level of confidence

* if group not living with spouse is deleted, the percentages read, from top to bottom, 78%, 9%, 13%

TABLE XXV

HUSBAND'S FEELING TOWARD WORKING WIFE RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Husband's Feelings	#	%	#	%	#	%	#	%	#	%	#	%
1. Opposed	88	30.1	2	10.0	1	1.2	17	27.9	67	57.3	1	8.3
2. Neutral	62	21.2	2	10.0	14	17.1	10	16.4	33	28.2	3	25.0
3. Approves	72	24.7	9	45.0	25	30.5	18	29.5	13	11.1	7	58.3
4. Enthusiastic	70	24.0	7	35.0	42	51.2	16	26.2	4	3.4	1	8.3
Totals	292	100.0	20	100.0	82	100.0	61	100.0	117	100.0	12	100.0

df = 12
Chi Square = 128.976
Significant at .01 level of confidence

TABLE XXVI

FEELINGS ABOUT COMMUNITY ACTIVITIES RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Feelings About Community Activities	#	%	#	%	#	%	#	%	#	%	#	%
1. Mine are worthwhile	210	70.2	15	75.0	71	77.2	34	56.7	85	73.9	5	41.7
2. Mixed feelings	63	21.1	4	20.0	14	15.2	16	26.7	23	20.0	6	50.0
3. They are not very important	26	8.7	1	5.0	7	7.6	10	16.7	7	6.1	1	8.3
Totals	299	100.0	20	100.0	92	100.0	60	100.0	115	100.0	12	100.0

df = 8
Chi Square = 16.837
Significant at .05 level of confidence

TABLE XXVII

MOTIVATION FOR WORK RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Motivation	#	%	#	%	#	%	#	%	#	%	#	%
1. Money	59	19.1	10	47.6	12	12.6	8	12.7	26	22.0	3	25.0
2. Keeping busy, seeing people	51	16.5	5	23.8	10	10.5	5	7.9	28	23.7	3	25.0
3. Helping others	51	16.5	2	9.5	17	17.9	5	7.9	27	22.9	0	0.0
4. Achieving something	38	12.3	2	9.5	14	14.7	14	22.2	6	5.1	2	16.7
5. Using a talent	78	25.2	0	0.0	33	34.7	25	39.7	17	14.4	3	25.0
6. Others, special choices	26	8.4	2	9.5	9	9.5	5	7.9	10	8.5	0	0.0
7. No answer	6	1.9	0	0.0	0	0.0	1	1.6	4	3.4	1	8.3
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 24
Chi Square = 68.824
Significant at .01 level of confidence

TABLE XXVIII

EDUCATION ADVICE TO YOUNG COLLEGE GIRL RELATED TO CAREER INTERESTS

Educational Advice	Totals		Career Interest Categories									
			Negative Worker I		Positive Worker II		Career-Oriented Housewife III		Satisfied Housewife IV		Ambivalent Housewife V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Study liberal arts	82	27.7	4	20.0	16	17.4	23	37.1	34	30.6	5	45.5
2. Vocational preparation for "good insurance"	139	47.0	12	60.0	49	53.3	21	33.9	53	47.7	4	36.4
3. Study homemaking courses	17	5.7	1	5.0	6	6.5	0	0.0	10	9.0	0	0.0
4. Train for "sky's the limit" career	58	19.6	3	15.0	21	22.8	18	29.0	14	12.6	2	18.2
Totals	296	100.0	20	100.0	92	100.0	62	100.0	111	100.0	11	100.0

df = 12
Chi Square = 24.238
Significant at .05 level of confidence

TABLE XXIX

REALISTIC EMPLOYMENT POSSIBILITIES RELATED TO CAREER INTERESTS

Occupation			Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Teaching-library	170	55.0	12	57.1	54	56.8	39	61.9	61	51.7	4	33.3
2. Sales, secretarial	15	4.9	3	14.3	2	2.1	4	6.3	5	4.2	1	8.3
3. Technician, computer programing	20	6.5	3	14.3	6	6.3	3	4.8	7	5.9	1	8.3
4. Nursing, home economics	25	8.1	0	0.0	7	7.4	6	9.5	12	10.2	0	0.0
5. Social work, counselor, personnel	19	6.1	1	4.8	5	5.3	3	4.8	9	7.6	1	8.3
6. College teaching, research, public school administrator	20	6.5	2	9.5	10	10.5	5	7.9	2	1.7	1	8.3
7. Fashion, arts, journalism	21	6.8	0	0.0	6	6.3	2	3.2	12	10.2	1	8.3
8. Business, law	8	2.6	0	0.0	5	5.3	1	1.6	1	0.8	1	8.3
9. Don't know	11	3.6	0	0.0	0	0.0	0	0.0	9	7.6	2	16.7
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

TABLE XXX

IDEAL OCCUPATION WITH FAMILY RESPONSIBILITIES RELATED TO CAREER INTERESTS

	Career Interest Categories											
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
Ideal Occupation	#	%	#	%	#	%	#	%	#	%	#	%
1. Teaching-library	90	29.1	5	23.8	25	26.3	22	34.9	36	30.5	2	16.7
2. Secretary, technician, Technical research	16	5.2	2	9.5	4	4.2	4	6.3	5	4.2	1	8.3
3. Nursing, dietician	20	6.5	0	0.0	5	5.3	5	7.9	10	8.5	0	0.0
4. Social work, counseling	33	10.7	2	9.5	8	8.4	8	12.7	13	11.0	2	16.7
5. College teaching, law, administration and higher professions	29	9.4	2	9.5	13	13.7	10	15.9	3	2.5	1	8.3
6. Art, fashion, journalism, writer	25	8.1	0	0.0	8	8.4	3	4.8	10	8.4	4	33.3
7. Housewife	35	11.3	2	9.5	1	1.1	9	14.3	23	19.5	0	0.0
8. Don't know	61	19.7	8	38.1	31	32.6	2	3.2	18	15.3	2	16.7
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

TABLE XXXI

IDEAL OCCUPATION IF THERE WERE NO FAMILY RESPONSIBILITIES RELATED TO CAREER INTERESTS

Occupation	Totals		Career Interest Categories									
			Negative Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
			I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Teaching-library	64	20.7	2	9.5	23	24.2	10	15.9	29	24.6	0	0.0
2. Technical research secretary	14	4.5	2	9.5	1	1.1	5	7.9	6	5.1	0	0.0
3. Nursing, dietician	18	5.8	0	0.0	5	5.3	5	7.9	8	6.8	0	0.0
4. Social work, counseling, personnel	33	10.7	2	9.5	6	6.3	4	6.3	18	15.3	3	25.0
5. College teaching, higher professions	45	14.6	4	19.0	18	18.9	15	23.8	6	5.1	2	16.7
6. Arts, fashion, advertising	50	16.2	2	9.5	13	13.7	13	20.6	18	15.3	4	33.3
7. Politics, travel	13	4.2	0	0.0	3	3.2	4	6.3	5	4.2	1	8.3
8. Housewife	4	1.3	1	4.8	0	0.0	1	1.6	2	1.7	0	0.0
9. Don't know	68	22.0	8	38.1	26	27.4	6	9.5	26	22.0	2	16.7
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

TABLE XXXII

WILLINGNESS TO UNDERTAKE GRADUATE WORK RELATED TO CAREER INTERESTS

Willingness to Undertake Study to Get Job			Career Interest Categories									
			Negatave Worker		Positive Worker		Career-Oriented Housewife		Satisfied Housewife		Ambivalent Housewife	
	Totals		I		II		III		IV		V	
	#	%	#	%	#	%	#	%	#	%	#	%
1. No, don't want to work	43	13.9	3	14.3	2	2.1	1	1.6	37	31.4	0	0.0
2. No, now adequately trained	48	15.5	5	23.8	18	18.9	7	11.1	15	12.7	3	25.0
3. Yes, would take courses	92	29.8	5	23.8	17	17.9	23	36.5	43	36.4	4	33.3
4. Yes, would take graduate degree	84	27.2	2	9.5	32	33.7	31	49.2	15	12.7	4	33.3
5. No answer	42	13.6	6	28.6	26	27.4	1	1.6	8	6.8	1	8.3
Totals	309	100.0	21	100.0	95	100.0	63	100.0	118	100.0	12	100.0

df = 16
Chi Square = 107.189
Significant at .01 level of confidence